



More than what you think.



Empowering through Change: Driving Transformation Excellence for Sustained Impact

Organizational Change Management Advisory and Consulting

In the landscape of digital transformations, change management plays a pivotal role in guiding organizations and individuals through the complexities of new technologies, workflows, and mindsets. 'People' is at the core of digitalization and innovation to drive success. Organizations that recognize that the success of transformation initiatives is intrinsically linked with managing the people side of change are the ones who are being touted as change makers and are meeting their program objectives 7x faster than their peers.

Technology disruption and change management today are intertwined with the speed by which organizations rapidly navigate challenges and opportunities, requiring tailored/curated change management (often agile) interventions specific to the organization's needs.

In essence, change management today is a strategic investment that provides a structured framework needed to transform People challenges into strengths that drive:



Redefining Organizational Change Management with BizNeXT People Advisory

We understand that a successful transformation initiative often relies on three key pillars, which are People, Process, and Technology. Whether an organization is adapting/upgrading to a new technology, restructuring workflows, redefining organization culture, aligning with regulatory compliance, or simply adjusting to forced changes (environmental/market), it is essential to navigate such changes with precision and purpose.

Our team of practitioners at BizNeXT, employ a three-phase approach to OCM, by tailoring change interventions as per client needs/asks to mitigate resistance and drive sustained adoption by:



Fix the Basics:

Laying the foundation for transformation.



Raise the Bar:

Elevating standards and expectations.

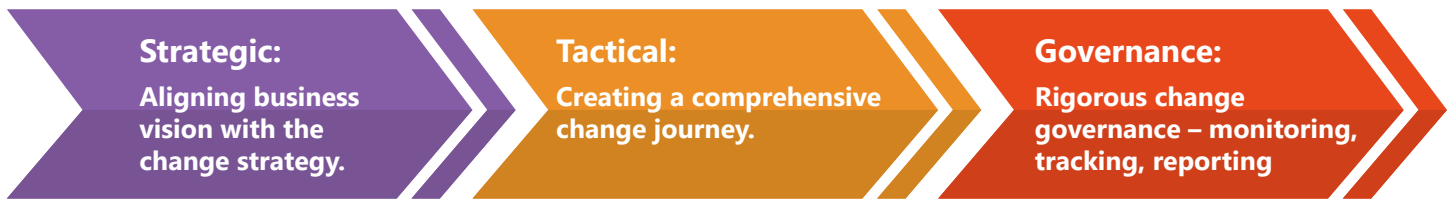


Change the Game:

Innovating and redefining.



Our Solution Offerings



- Case for Change
- Stakeholder Engagement
- Organization Design
- Culture Enablement
- Shift Change Impact to strategic
- Change Communication
- Training and Knowledge Transfer
- Building a Change Network
- Remaining Assessment
- Change Management Office Set-Up
- Review and Escalation Matrix
- People Readiness Assessment
- Reporting, Monitoring and Tracking

Our solution portfolio also covers – pre-project assessment, project lifecycle deployment and post hyper care user adoption support

Engagement Model:

We take a holistic approach beyond strategy development, actively participating in the hands-on execution and delivery of transformation initiatives. This ensures our clients receive comprehensive support and expertise.

- Implementation Partners: Partnership Model where our Teams support the Design, Development, and Delivery of OCM throughout the Project Lifecycle
- Hybrid: Developing the change strategy while coaching the internal teams to drive change
- Capacity Augmentation: Staffing on client engagement

Developing Change Strategies

Our seasoned consultants bring experience in developing customized change strategies that align with your organization's unique needs and goals. We don't believe in one-size-fits-all solutions. Instead, we craft strategies tailored to your specific challenges, ensuring a smoother transition.

Coaching Internal Teams

Change starts from within. Our consultants work closely with your internal teams, providing guidance, support, and mentorship throughout the change management process. We empower your employees to adopt change, bringing a culture of adaptability and innovation.

Dedicated Staffing

We don't just advise; we roll up our sleeves and get to work. Our staffing solutions ensure that your change initiatives are executed precisely and efficiently. Whether it's project management, resource allocation, or hands-on implementation, we've got you covered.

Following Client Methodologies

We understand that every organization has its methodologies and processes. Our adaptable approach means we seamlessly integrate with your existing frameworks, respecting your unique organizational DNA while enhancing it with our expertise.



Customer Success:

Case 1: Global discrete manufacturer navigates through complex transformation by embedding people as a 'Core' focus area



Summary:

- Europe Based Discrete Manufacturer client which aims to achieve cost-effective, compliant, and user-friendly S/4HANA Cloud implementation for global operations.
- The company wants to enable its people to collaborate globally beyond conventional and geographic boundaries

Solution:

YASH OCM team has activated end-to-end change management program for the organization with focus on – Stakeholder Alignment and Buy-In, understanding quantum of change through impact assessment and driving awareness and capability development through communications and training

Case 2: Unlocking success for Global FMCG – How change management catalyzed user adoption in the digital era



Summary:

- Global FMCG company with rapid SAP deployment faces underutilization, low adoption, and support strain
- It aims at driving user adoption for their business units live on SAP S4/HANA system by identifying key KPI metrics that can be quantified and tracked to assess adoption maturity

Solution:

The YASH OCM team developed a unique people-centered approach, identified key user adoption metrics around People, Process, and Technology, and embedded stakeholder management and engagement as a critical success factor for the program

Case 3: Battery Recycling Giant embraces evolution: SAP Global Rollout with seamless change management



Summary:

- US-based, lead battery recycling company consolidates global entities by implementing SAP S4/HANA, improving data quality, and optimizing licenses through SAP RISE.
- The company aims to ensure that their SAP Users are aligned with their global template and understand the more prominent organization goals and objectives for the transformation initiatives.

Solution:

The YASH OCM team is supporting the global rollout, keeping in mind the geographical and cultural context of the user base by engaging and aligning the worldwide leadership and stakeholders for critical milestones and interventions, driving awareness and transparency through solid change management governance and communications, and building user confidence and capabilities with comprehensive training program through SAP EnableNow

For more information, Contact YASH Technologies today at info@yash.com

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